

OCP-M77-075
29 June 1977

MEMORANDUM FOR: Members of the Equipment Board

25X1 FROM : [REDACTED]
Chief, Programs & Budget Staff, OC

25X1 SUBJECT : New Communications Systems/Impact on
Personnel [REDACTED]

25X1 1. [REDACTED] At the 14 June 1977 OC Equipment Board Meeting the undersigned put forth the observation that, over the years, our forecasts regarding the impact of new communications systems introduced into our network upon future personnel staffing needs were not as accurate as they might have been. After a brief discussion the undersigned was asked to prepare a paper on the subject and the following is submitted accordingly.

25X1 2. [REDACTED] As automated systems have been introduced into the network over the past several years, the impact upon the staffing needs of affected installations has been significant. In most cases the staffing reductions of operators have been forecast reasonably well. However, the commensurate need for an increase in technical and software capability has not been as accurately forecast. This seems to have occurred when the components planning new systems have not worked closely with the components which will operate the new systems. The result has been a gratifying increase in network handling capability and decreases in operator personnel. However, more technicians and programmers have been needed than originally anticipated.

25X1 3. [REDACTED] To improve our personnel forecasting relative to new systems it is recommended that:

a. Components sponsoring and working on new systems coordinate closely with the operating com-

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ponents which will be effected by the systems to determine as accurately as possible what the staffing impact will be - positions which can be eliminated as well as new positions which may be required, usually in the technician/programmer areas.

b. Papers forwarded to the OC Executive Board and Equipment Board proposing or discussing new systems clearly state the anticipated impact on personnel staffing, and that the impact has been worked out and coordinated with the affected operating components.

c. Subsequent to activation of new systems, operating components should work with the Career Management Division and the Administrative Division to ensure that position changes are initiated according to the forecasts agreed upon. If the operating components believe the forecasts no longer reflect their actual position needs, documentation to that effect should be prepared and forwarded to CMD and AD.

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